



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

OPNAVINST 1412.11A
N98
3 Dec 2019

OPNAV INSTRUCTION 1412.11A

From: Chief of Naval Operations

Subj: PROFESSIONAL AVIATION MAINTENANCE OFFICER QUALIFICATION
AND DESIGNATION

Ref: (a) NAVEDTRA 43438-E

1. Purpose. To issue the requirements for qualification and designation as a professional aviation maintenance officer (PAMO). This instruction is being reissued with a new date, updated version and signature authority to meet Chief of Naval Operations' age requirement for Chief of Naval Operations instructions.
2. Cancellation. OPNAVINST 1412.11.
3. Applicability. This instruction is applicable to the Commander, U.S. Fleet Forces Command; Commander, U.S. Pacific Fleet; naval component commanders; type commanders; systems commands; Commander, Navy Installations Command; regional commanders; and all subordinate commands.
4. Discussion. The PAMO personnel qualification standard (PQS), reference (a), is designed to recognize the significant contributions made by aviation ground officers in support of the Navy's aviation mission and warfighting capabilities. PAMOs addressed by this instruction are the aerospace maintenance duty officers, aviation maintenance limited duty officers, and aviation maintenance chief warrant officers. The PAMO designation distinguishes the officer whose career path and training has prepared him or her to support air operations at sea in a combat environment, as well as contribute fully to the damage control and survival of the ship and embarked aircraft.
5. Eligibility. Commissioned officers with designators 152X, 633X, 734X, or 738X are eligible to attain a warfare designation as a PAMO.
6. Qualification Requirements. To earn the PAMO designation, an individual must acquire significant experience and display a high level of knowledge in all aspects of aviation warfare support. It is recognized that community billet constraints may prevent all designator eligible officers from acquiring the explicit career path experience necessary to participate in the program. Waivers for qualification requirements will be determined by Commander, Naval Air Forces, Aircraft Maintenance Policy Officer (CNAF N422) on a case by case basis. Specific requirements are:

a. Complete all tasks in reference (a) with successful completion of each task documented by a PQS qualified PAMO. Shipboard PQS requirements should be completed while aboard an air capable ship. Local tailoring of the PQS is not authorized.

(1) Participating officers should start the PQS during their first assignment as a PAMO, but not prior to commissioning. Previous enlisted assignments do not qualify an individual for sign-off of a watch station. Completion of a specific task must be performed while assigned in an officer paygrade and billet. Sign-off of training requirements based on prior PQS completion of corrosion control, damage control, and firefighting, common to both officer and enlisted communities, is authorized if documented in the individual's service record.

(2) Commanding officers are encouraged to report the progress of PQS completion on the fitness reports of aviation maintenance duty officers in order to ensure proper career development and to facilitate a structured mentoring program.

b. Complete a minimum of 24 months at an organizational-level maintenance activity while assigned in an aviation maintenance officer billet.

c. Complete a minimum of 24 months at an intermediate or depot level maintenance activity while assigned in an aviation maintenance officer billet.

d. Complete at least one operational deployment of at least 90 days while assigned in an aviation maintenance officer billet.

e. After satisfying the requirements outlined in subparagraphs 6a through 6d, demonstrate a specific and professional knowledge in all areas relevant to aviation maintenance during an oral examination administered by a PQS qualified aviation maintenance officer, in rank of commander or above. In addition to the board chairman, the oral examination must include, at a minimum, a PQS qualified aviation maintenance officer and an aviation supply PQS qualified officer.

7. Final Qualification

a. CNAF N422 is the final approval authority for all aviation maintenance officer PQS qualifications. Results of the oral board, including board membership, the date oral board was convened, the date PQS was started, the date the last PQS task was signed-off, and a chronological officer command job deployment history will be forwarded to CNAF N422 by the board chairman.

b. Once approved, CNAF N422 will direct that the additional qualification designator, integrated logistics code for the PAMO PQS (IL6) be added to the individual's service record.

8. Designation and Authority to Wear PAMO Insignia. An individual's commanding officer is authorized to present the PAMO insignia upon approval by CNAF N422. Achievement should be recognized at an appropriate ceremony with relevant comments included in the officer's next fitness reports.

9. Revocation of Qualification

a. The commanding officer, or an immediate superior in command in the individual's chain of command, may recommend revocation of PAMO designation when an officer's performance or aviation support duties are deemed unfit.

b. Recommendations for revocation (with supporting rationale) must be forwarded to CNAF N422 and Navy Personnel Command (NAVPERSCOM) Aviation Officer Assignment Branch (PERS N43) via official channels. Correspondence must be submitted via the officer concerned, who will be afforded the opportunity to submit a written statement concerning the matters set forth.

c. The PAMO designation will remain in effect until revoked by NAVPERSCOM.

d. Recommendation for revocation will not be made in lieu of detachment for cause, nor will recommendations automatically be included in case of detachment for cause. Revocations may be considered and recommended coincidentally with a detachment for cause but will be handled administratively as a separate action by NAVPERSCOM.

10. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy/Assistant for Administration, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager or the Department of the Navy/Assistant for Administration, Directives and Records Management Division program office.

11. Review and Effective Date. Per OPNAVINST 5215.17A, Director, Air Warfare (OPNAV N98) will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, Department of Defense, Secretary of the Navy, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the

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exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.

A handwritten signature in black ink, appearing to read 'G. N. Harris', is positioned above the printed name.

G. N. HARRIS
Director, Air Warfare

Releasability and distribution:

This instruction is cleared for public release and is available electronically only via Department of the Navy Issuances Web site, <https://www.secnav.navy.mil/doni>